



# Alex Grecu, Ph.D.

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Seasoned Labor Economist with 20 years of cross-industry consulting experience advising and partnering with business teams to develop solutions rooted in econometric and statistical analyses and insights. Uses advanced inferential, predictive and machine learning techniques to model the complex relationships underlying clients' people decisions, interpret nuanced findings and mitigate risks - in particular, compensation. Has extensive experience in directing analyses of pay equity, hiring, promotions, retention, and performance ratings.

Was instrumental in the redeployment of Mercer's Pay Equity Calculator (PEC), an AWS-hosted software solution for clients to dynamically assess risk and test remediation strategies. Contributed to the proprietary methodologies that underlie the technology.

## **PROFESSIONAL EXPERIENCE PRIOR TO CÆTERIS:**

**Mercer** – *A global HR consulting leader in health, wealth, and career solutions; a subsidiary of Marsh McLennan*

2018 – 2024      **Senior Principal**  
2016 – 2018      **Principal**

- Led large-scale projects for global organizations, overseeing end-to-end analyses, collaborating with different stakeholders, presenting to executives and Boards, and cultivating long-term client relationships.
- Spearheaded Mercer's industry-leading compensation and pay equity offering, continuously evolving its competitive differentiation and advising clients on how to deploy significant compensation budgets to optimize outcomes.
- Reviewed and improved methodologies underlying proprietary software solutions (e.g., Mercer's Pay Equity Calculator) and design new consulting offerings in response to clients' needs.
- Directed analyses of internal labor markets, identifying key drivers of retention, performance, and pay; build evidence-based workforce strategies based on inferential and predictive modeling results.
- Frequently invited speaker at various forums (e.g., WorldatWork, NYC Equality Commission, etc.), author of research and opinion papers, maintaining a strong link to academia and drawing on current research when consulting in relevant areas.

**NERA Economic Consulting** – *A global advisor on complex market, legal, and regulatory issues; part of Oliver Wyman Group*

2013 – 2016      **Vice President**  
2010 – 2013      **Senior Consultant**

- Served as expert on high-profile consulting and testifying projects, managing multiple teams of analysts and Ph.D. economists to effectively deliver under tight legal deadlines and changing priorities.
- Provided attorneys with economic and statistical analyses across numerous class action discrimination cases regarding pay, assignment of bank accounts, opportunities for promotion, etc.
- Built statistical models to investigate allegations of overarching conspiracy and other antitrust violations, infringement of intellectual property, breach of contract, and fraud; supported multiple M&A deals being litigated in front of the FTC.
- Prepared and delivered pitches and presentations to prospective clients to secure new business. Authored white papers to promote company's brand profile and presented at more than 20 external conferences and in-house seminars.

2007 – 2010      **Director, Huron Consulting Group** – *A provider of operational and financial consulting services*  
2005 – 2007      **Associate, Analysis Group** – *A provider of economic consulting to law firms, corporations, and agencies*

## **EDUCATION**

**Clemson University** | Clemson, SC – Ph.D., Applied Economics, 2005 (H.B. Earhart Fellow). Comprehensive examination in Econometrics with distinction. Taught undergraduate courses in Economics. Journal Referee, Public Choice.

**Babeş-Bolyai University** | Cluj-Napoca, Romania – A.B.D., Political Economy, 2001 and B.S., International Economics, 1998.